

**San Jose International Association of Fire Fighters  
2008-2009 Total Compensation Profile**

**TOP STEP FIRE FIGHTER<sup>1</sup>**

	<b><u>Annual</u></b>
Base Pay	\$98,238.40
Holiday-In-Lieu (5.623%)	\$5,523.95
Anti-Terrorist Training Pay (2.00%)	\$1,964.77
Education and Training	\$910.00
EMT	\$2,947.15
Uniform Allowance	\$495.00
<b>Total Cash Compensation<sup>2</sup></b>	<b>\$110,079.27</b>
Retirement Contribution (28.31%)	\$27,811.29
Unemployment Insurance	\$9.82
Health Insurance <sup>3</sup>	\$11,112.24
Dental Insurance (PPO) <sup>3</sup>	\$1,133.52
Life Insurance	\$24.00
EAP	\$253.32
<b>Other Benefits</b>	<b>\$40,344.19</b>
<b>Total Pay and Benefits<sup>4</sup></b>	<b>\$150,423.46</b>

**Notes and Comments**

<sup>1</sup> Fire Fighter classification is eligible for overtime.

<sup>2</sup> Does not include premium pays or FLSA overtime for employees on a 56hr work week based on their regular schedule.

<sup>3</sup> Assumes employee is enrolled in family health and dental.

<sup>4</sup> Does not include value of paid sick leave and paid vacation leave.